



The City of GREENSBORO

You could be the next **Chief of Police (COP)** of the City of Greensboro, NC Police Department if you...

- recognize that law enforcement agencies and communities are experiencing stressors that require proactive and innovative leadership;
- have excellent interpersonal skills and the demonstrated ability to unite communities around common goals;
- understand that department morale drives recruitment, retention, and excellence in service delivery and actively works to establish a positive working culture;
- apply an equity lens that infuses principles of diversity, inclusion, and belonging from program conception through decision-making and implementation;
- are diplomatic and effective in advocating for the needs of the department and its staff.

The next City of Greensboro **COP** will join a CALEA accredited Police Department that is committed to growing and strengthening community relationships and partnerships. The **COP** will have significant experience bridging the gap between community members and law enforcement with demonstrated success in delicately and strategically balancing community outreach/education to establish trusting relationships with the department while also enforcing and upholding laws for all community members. The successful **COP** will be a strong advocate for the department and will hold him/herself and the department to high standards of excellence. With an increase in crime, the **COP** will prioritize implementing a new approach to policing to strategically detect, reduce, and prevent crime while elevating trust of the department within the community. The **COP** must be highly competent in policing methods, a genuine leader who remains calm in crisis and demonstrates impeccable decision-making and problem-solving skills.

About the Department and Position:

The Greensboro Police Department includes 787 sworn and non-sworn employees within 16 divisions dedicated to the mission of partnering to fight crime for a safer Greensboro. We believe that effectively fighting crime requires everyone's effort. Reporting to one of the City's four Assistant City Managers, the **COP** will oversee a budget of \$91M and 691 sworn and 115 non-sworn employees within the following areas: Office of the Chief of Police (which includes the Public Information Officer), Investigative Bureau, Management Bureau, Patrol Bureau (with four Patrol Districts), and the Support Bureau.

The next **COP** will lead the department's vision to be a national model for exceptional policing through a commitment to excellence, selfless public service, and effective community partnerships while also upholding and demonstrating the department's values of *honesty, integrity, stewardship, respect, trust, and accountability*.

With a Neighborhood Oriented Policing (NOP) philosophy, the City has smaller zones in its patrol divisions with a dedicated team of patrol officers, supervisors, managers and commanders in each geographic area. The department also has active hazardous devices, negotiations and SWAT teams, tactical narcotics teams, a canine unit, an in-house Police Basic Introductory Course and a nationally recognized Crime Stoppers Program. During 2021, the Greensboro Police Department responded to more than 212,475 calls for service, including 29,135 vehicle stops and served 5,624 legal papers.

The Greensboro Police Department offers various programs for community engagement including the nationally recognized National Night Out program, Citizen's Police Academy, Operation Pass, Crimestoppers, Explorer Program, Walk and Talk, and Officer Ted. E. Bear. The department is focused on building and fostering positive police-community relations through communications, programs, partnerships, and volunteer opportunities.

With an increase in violent crime (murder rate is up 15% from YTD last year), the next **COP** will prioritize addressing this critical issue and will bring a new and effective approach to tackle crime in the community. This law enforcement executive will be recognized by their peers as being a highly effective listener who will demonstrate empathy in their interactions with community members and stakeholders. From talking to a homeless individual to deescalating a crisis, and coaching employees, the **COP** functions well in a fast-paced, ever-changing environment and makes strategic and swift decisions to ensure the safety of all. The ideal **COP** is a lifelong learner who embraces best practices as they evolve, has demonstrated experience as a forward-thinker and strategic problem solver, and communicates to all stakeholders with transparency and excellence.

Qualifications:

The City of Greensboro seeks a law enforcement leader with a minimum of 10 years of progressive law enforcement experience and 5-7 years of cross-functional and progressively responsible experience including administrative and command work at rank of Captain or higher; a BA/BS degree (Master's degree highly preferred) along with executive law enforcement training (e.g. FBI National Academy, SMIB, FBI LEEDA, Administrative Officers Management Program, etc.) **is required**. *Candidates **must** have current certification as a municipal or local government law enforcement officer by his/her respective state or with no more than a three-year break in full-time sworn service at time of appointment.* Please note that North Carolina law does not recognize nor have a reciprocal relationship with Federal law enforcement certification. A valid NC driver's license **is required** or the ability to obtain a valid NC driver's license within 60 days of relocating to NC.

- **Transfers:** In-state candidates may transfer their law enforcement officer certification to another agency in NC provided he/she has less than a 12-month break in service at time of appointment. In-state candidates with less than a three-year break in NC service may receive partial credit toward basic law enforcement training. Out of state candidates who are serving or have served as a local or state law enforcement officer must have successfully completed a basic law enforcement training course accredited by the state from which they are transferring and cannot have a break in full-time service exceeding three years at the time of appointment. Individuals with Federal law enforcement officer certification who have not had a break in service exceeding three years at the time of appointment may receive partial credit toward NC basic law enforcement training. NC does recognize and give partial credit for military police (MP) training if the candidate has completed a formal military basic training program and been awarded a military police occupational specialty rating and has served as a military police officer for not less than two of the five years preceding the date of appointment.

Salary and Benefits: The hiring range is \$180,000 - \$225,750 depending on qualifications and experience. The city offers a highly competitive [benefits package](#). There is a residency requirement to live within twenty miles of the city limits of Greensboro or move within these boundaries within 12 months of appointment to the position.

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Chief of Police – City of Greensboro, NC** title. To learn more about the selection process, visit <https://developmentalassociates.com/client-openings/>, select “*Client Openings*” and scroll down to “*Important Information for Applicants.*” All applications must be submitted online via the Developmental Associates application portal – NOT the City Employment Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters must be uploaded with the application. Applicants are encouraged to apply by October 17, 2022. Successful semi-finalists will be invited to participate

in virtual interviews and skill evaluation on November 15-16, 2022. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. All *inquiries* should be emailed to hiring@developmentalassociates.com. The City of Greensboro is an Equal Opportunity Employer. The recruitment and selection process are being managed by Developmental Associates, LLC.